

TABLE OF CONTENTS

	<u>Pag</u>
INTRODUCTION.....	2
FACTUAL BACKGROUND.....	2
PROCEDURAL BACKGROUND.....	8
LAW AND ARGUMENT.....	8
CONCLUSION.....	19
CERTIFICATE OF SERVICE.....	20

TABLE OF AUTHORITIES

	<u>Page(s)</u>
<u>Cases:</u>	
<i>Abbott v. Crown Motor Co.</i> , 348 F. 3d 537 (6th Cir. 2003).....	13
<i>Abdulnour v. Campbell Soup Supply Co., LLC</i> , 464 F. Supp. 2d 711, n. 1 (N.D. Ohio 2006).....	12
<i>Anderson v. Liberty Lobby, Inc.</i> , 477 U.S. 242 (1986).....	9
<i>Balmer v. HCA, Inc.</i> , 423 F.3d 606 (6th Cir. 2005).....	12
<i>Bickley v. FMC Technologies, Inc.</i> , 282 F. Supp. 2d 631 (N.D. Ohio 2003).....	17
<i>Binns v. Fredendall</i> , 32 Ohio St. 3d 244 (1987).....	16
<i>Bukta v. J.C. Penney Co., Inc.</i> , 359 F. Supp. 2d 649 (N.D. Ohio 2004).....	15
<i>Celotex Corp. v. Catrett</i> , 477 U.S. 317 (1986).....	9
<i>Cline v. Catholic Diocese of Toledo</i> , 206 F. 3d 651 (6th Cir. 2000).....	10
<i>Delise v. Brimfield Twp. Police Dept.</i> , 94 Fed. Appx. 247 (6th Cir. 2004).....	13
<i>Desert Palace v. Costa</i> , 539 U.S. 90 (2003).....	12
<i>Dixon v. Gonzales</i> , 481 F. 3d 324 (6th Cir. 2007).....	14
<i>Donohoe v. Burd</i> , 722 F. Supp. 1507 (S.D. Ohio 1989).....	17
<i>EEOC v. Avery Dennison Corp.</i> , 104 F. 3d 858 (6th Cir. 1997).....	10,14
<i>Elek v. Huntington Nat'l Bank</i> , 60 Ohio St. 3d 135 (1991).....	14
<i>Garcia v. Third Fed. S&L Assn. of Cleveland</i> , 2007 U.S. Dist. LEXIS 30887 (N.D. Ohio 2007).....	15

<i>Great American Federal Sav. & Loan Assn. v. Novotny</i> , 442 U.S. 366 (1979).....	13
<i>Harrison v. City of Akron</i> , 43 Fed. Appx. 903 (6th Cir. 2002).....	14
<i>Helms v. Fischer Mgmt.</i> , 2005 U.S. Dist. LEXIS 27259 (S.D. Ohio).....	18
<i>Kensington Land Co. v. Zelnick</i> , 95 Ohio Misc. 2d 45 (Miami Cty. Common Pleas Ct, 1998).....	17
<i>Kline v. Tennessee Valley Authority</i> , 128 F. 3d 337 (6th Cir. 1997).....	10
<i>Krickler v. City of Brooklyn</i> , 149 Ohio App. 3d 97 (8th App. Dist. 2002).....	15
<i>MacDermid v. Discover Fin. Servs.</i> , 2007 U.S. App. LEXIS 12344 (6th Cir. 2007).....	16
<i>Majewski v. Automatic Data Processing, Inc.</i> , 274 F. 3d 1106 (6th Cir. 2001).....	10
<i>Matsushita Elec. Indus. Co. v. Zenith Radio Corp.</i> , 475 U.S. 574 (1986).....	9
<i>McDonnell Douglas Corp. v. Green</i> , 411 U.S. 792 (1973).....	9
<i>Morris v. Office Max</i> , 89 F. 3d 411 (6th Cir. 1996).....	16
<i>Mueller v. J.P. Morgan Chase & Co.</i> , 2007 U.S. Dist. LEXIS 20828 (N.D. Ohio).....	15
<i>Nguyen v. City of Cleveland</i> , 220 F. 3d 559 (6th Cir. 2000).....	10
<i>Paugh v. Hanks</i> , 6 Ohio St. 3d 72 (1983).....	17
<i>Pesterfield v. TVA</i> , 941 F.2d 437 (6th Cir. 1991).....	12
<i>Randolph v. Ohio Dept. of Youth Services</i> , 453 F. 3d 724 (6th Cir. 2006).....	13,14
<i>Robb v. Chagrin Lagoons Yacht Club</i> , 75 Ohio St. 3d 264 (1996).....	17

<i>Seay v. TVA</i> , 339 F.3d 454 (6th Cir. 2003).....	11
<i>Smith v. City of Salem, et al.</i> , 378 F. 3d 566 (6th Cir. 2004).....	13
<i>Tourlakis v. Beverage Distribs.</i> , 2002 Ohio App. LEXIS 7088 (8th App. Dist.).....	18
<i>Trussell v. General Motors Corp.</i> , 53 Ohio St. 3d 142 (1990).....	18
<i>Walker v. Ohio Dept. of Rehab. & Corr.</i> , 2007 U.S. App. LEXIS 16829, *11-12 (6th Cir., July 11, 2007).....	11
<i>Wexler v. White's Fine Furniture, Inc.</i> , 317 F. 3d 564 (6th Cir. 2003).....	10,11
<i>Yeager v. Local Union 20, Teamsters</i> , 6 Ohio St. 3d 369 (1983).....	16
<u>Statutes:</u>	
42 U.S.C. 2000e.....	8,12
O.R.C. 4112.....	8,9,1